30

1954 49. **File No.** S-37/42(5)-I.

B CLASS

P.W. **DEPARTMENT**

E **BRANCH** (II)

Subject:—

Association Unions etc.

P.W.D. Subordinate Permanent.

Establishment Association,

Recognition of —

B[.K] 1949

File No. S-37/48(5)-I

Ftd. Secrt. Slip. 94 A

E-Br (II)

G.R., G D., No 2408, dated 22-5-22.]

Correspondence

DOCKET SHEET (B)

Subject :—

File No. S-37|42(5)-T

P.W. DEPT.

E BRANCH. (11)

References :—

Separated from main BCMS

Copies

Date.	To whom sent.	Notes and instructions.

RESOLUTIONS.

Adopted and passed unanimously.

at the 2nd Annual Conference of the Bombay P.W.D. Subordinate ~~xxxxxx~~ Permanent Establishment Association held at Poona in the Assembly Hall of the Mutan Marathi Vidyalaya on the 26th December 1948 under the Presidentship of

Dr. B.C.LAGU,M.L.A.

****

About 400 members of the Association and their friends attended the Conference.

Resolution No. 1

Proposed By:- Mr. D.R. Shringarpure
Seconded by:- The Chair.

This Association of the Bombay P.W.D. Subordinate Permanent Establishment places on record its deep sorrow for the sad and unfortunate demise on the 30th January 1948 of Mahatma Gadhi-- the father of the Nation-- and prays the Almighty that his soul may rest in eternal peace.

Resolution No. 2

Proposed By:- Mr. P.N.Kamble
Seconded By:- Mr. V.S.Chavare.

This Association urges Government that in the case of work--charged and temporary persons made permanent, all their previous service whether on work--charged or temporary should be counted to--works pension.

Resolution No. 3.

Proposed By:- Mr. G.R.Awati.
Seconded By:- Mr. N.B.Deshpande.

This Association urges Government that the 10% or 16% cut applied to temporary and work-charged persons on promotion to the permanent establishment in this Department should be waived and their pay should be regulated and refixed with retrospectve effect as this is against the prescribed rules in B.C.S.Rs. and is not in vogue in any other Deptt. of the Bombay Government.

Proposed by :- Mr. G.K.Kale.
Seconded By:- Mr. R.R.Joshi.

Resolution No. 4

Due to extreme dearth of housing accommodation no accommodation is available within reasonable

reasonable rents at all the places in the Province. This Association therefore urges Govt. (i) to grant house rent allowance at all places where it is not granted at present, (ii) to provide quarters to the Establishment and (iii) till then to postpone all avoidable transfers so that low paid subordinates may be kept within their own Districts as far as possible.

Proposed by:- Mr. B.G. Kummigatti.
Seconded By:- Mr. D.G.Divekar.

Resolution No. 5

(a) The Dearness allowance was sanctioned when the index figure was 260. The cost of living index has recorded a rise of 60 and stands at 321 or even higher at present. Increase in dearness allowance according to Pay Commission's Recommendations as already accepted by Govt. should be sanctioned with retrospective effect without delay.

Proposed by:- Mr. Panchwagh.
Seconded By:- Mr. Nikam.

Uniform dearness allowance should be granted to to all those getting Rs. 100/- and below, as the living cost is almost equal in their cases.

Resolution No. 6:

Proposed By:- Mr. G.R.Awati.
Seconded By:- Mr. S.S.Padgaonkar.

According to Pay Commission's recommendations, Central Government have sanctioned to their staff Privillege Ticket Order concessions which have been extended to Divisional Accountants in this Department. This concession should therefore be extended to the P.W.D. staff also.

Proposed By:- Mr. J.R.Panchwagh.
Seconded By:- Mr. V.H.Shinde.

Resolution No. 7.

The Karkuns in the Irrigation Sub-Divisional and Divisional Offices whose duties are of clerical nature should be designated as clerks so as to do away with the present distinction between the two

Proposed By
Mr. S.S.Padgaonkar.
Seconded By:-
Mr. G.R.Joshi.

Resolution No. 8.

Permanent Travelling Allowance of Rs. 15/- per month at present granted to Mistries and Mustering Karkuns should be granted to other Irrigation staff doing outdoor duties such as Measureers, Canal Inspectors and Patkaries and others.

Proposed By:-
Mr. Dhalewadikar.
Seconded By:-
Mr. A.N.Kulkarni.

Reslution No. 9.

At present the Canal Signallers are not allowed a holiday in a week as is given to all other Government-servants. This should be granted to the Signallers also.

Proposed by:-
Mr. G.R.Awati.
Seconded By:-
Mr. R.H.Gokhale.

Resolution No. 10

It has been brought to the notice of the Association that the interpretations made as regards "counting the total completed years of service" varies from office to office and only a part service in the particular post held on 1-1-1947 has been taken as basis and pays fixed when Government intends that all past service rendered under different categories and establishment whether work-charged, temporary or permanent should be taken into account for fixation of pay. Orders to adopt a uniform procedure to regulate and anomalies should be issued.

Proposed by:-
Mr. C.M.Hadap
Seconded By:-
Mr. P.N.Kamble.

Resolution No. 11.

Overaged persons who have rendered valuable service at the critical war time etc. should be continued in service waiving the age restriction in their case.

Proposed by:-
Mr. P.R.Kachare.
Seconded By:-
Mr. G.N.Matkari.

Resolution No. 12.

The present scale of Sectional Indpectors viz. Rs. 46-3-75 is too meagre as compared to the responsible duties they have to perform viz. Irrigation management of section which is equal

equal to that of Sectional Officers in charge of Sections. Their scales should therefore, be revised and brought at least in line with the scale of Sub-overseers, viz. Rs. 70-3-85-4-105-5-130. Selection of Sectional Inspectors should be made from amongst the senior Canal Inspectors and Measurers.

Proposed By:- Mr. D.M.Ranagare.
Seconded By:- Mr. V.G.Tagare.

Resolution No. 13.

As the duties of Patkaries and Canal Inspectors are similar the Patkaries should be converted into Canal Inspectors.

Proposed By:- Mr. Dhalewadikar.
Seconded By:- Mr. A.V.Inamdar.

Resolution NO. 14.

It has been brought to the notice of this Association that in respect of Establishemt made permanent recently in certain Circles complete seniority list of all the establishment is not so far maintained and all the posts made permanent filled in the at one time with the result that in making some of them permanent senior men have been superceded. This is a long standing grievance of the ministerial establishemt. This Association, therefore, requests Government to issue stringent orders to their officers to see that seniority list is maintained at once according to the principles laid down by Government in respect of all the establishemnts and copy thereof furnished to this Association.

Proposed by:- Mr, M.R.Kulkarni.
Seconded By:- Mr. D.G.Divekar

Resolution No. 15.

Cases have been brought to the notice of the Association that in recent years when temporary Circles and offices were created junior men either deputed from permanent Circles or even outsiders are promoted to higher grade posts sanctioned for those offices whereby those senior in the permanent Circles who are not spared for transfer lost their chances of promotion. This Association, therefore, urgs Govt. to issue orders that the injustice done to the seniors in such cases should be set right.

Proposed by:- Resolution No. 16.

Mr. R.R.Joshi.

Seconded By:-

Mr. V.D.Joshi.

In several dases individual grievances submitted to the higher authorities are not e only not fully looked into but on ~~eht~~ the other hand severe warnings were issued by the lower authorities for approaching higher authorities which is against the Government orders. To stop this, the complaint should be allowed to send advance copies of this represenatition to the higher authorities while submitting the complaint through the proper channel.

Proposed by:- Resolution No. 17.

Mr.B.G.Mummigatti

Seconded By;-

Mr. D.G.Joshi.

The Revised pay scales prescribed in G.R.F.D., No. 6567/33-I,dated the 15th January 1948. are almost indentical to those sanctioned in 1922 so far as P.W.D. is concerned, ~~with~~ when the payscales were first introduced in the Province It is regognised on all hands that the present rise in the cost of living has reached its zenith and that there is not the least prospect of its coming down to the level of 1922 at any ~~time~~ time even after many years to come. The Association, therefore, strongly urges Govt. to revise them as early as possible granting at least 25% increase in the minimum and the maximum of the prescribed scales in general.

Proposed By:- Resolution No.18.

Mr. G.R.Shringarpure.

Seconded BY

Mr. V,R.Desai.

So far as the P.W.D. is concerned there has been step-motherly treatment to clerks in this Deptt. vide foot note and few explanations noted below*.The work of clerks in all the Deptt s. being alike there is no reason for differentiation in pay scales as according to Central Pay Commission's recommundations there should be uniform scale for similar work in any office, It is, therefore, resolved that the pay-scale of clerks of all grades in the P.W.D.should be on a par with the clerks in other Departments.

*Foot-Note.-

Clerks	Prescribed scales in P.W.D..	Other Departments.
Last Grade clerks	Rs. 46-3-85. 4-105:	Rs.46-3-85-4-125-5-130.
Next grade Clerks	Rs.92-8-140.	Rs.100-8-140.
Senior Accounts.	Rs. 100-8-140	Rs. 100-8-140-10-200.
~~knownxasxDeputy~~		
Clerks formerly.	Rs. 10-150.	Revenue Department, vide page 1 of the schedule.
Accountants		Rs.125-5-185 Excise Deptt. vide page 7 of -do-.-do-
		Rs. 150-10-200 Jail Deptt. -do--do-14-do-.
Divisional Head Clerks.	Rs.140-10-190.	Rs. 160-10-230 Revenue Department vide page 2 of --do-
		---do- Excise page 7 -do-
		--do- Judicial page 12-do-
		-do-Police. --do--
Head clerks to Supperintending. Engineer.	Rs.220-10-300.	Forest Conservator's or Chief Conservator's Head clerks now designed as Superintendent with gazetted rank of ---------- Rs. 220-15-385.

Explanations:-

) The work of Senior Accounts Clerks of the P.W.D is more important than ~~of~~ that of the Deputy Accountant in the Revenue Department as the former has to compile the accounts in the Executive Engineer's office for submission to the Accountant General, Bombay, while in the Revenue Department, the account documents are sent in original to the Accountant General, Bombay for compilation of accounts there, So that work of the Senior Accounts Clerks in P.W.D. cannot be less than that of the Deputy Accountant in the Revenue Department.

(b) As for the Divisional Head Clerks, he is the Head of the section with 8 to 10 clerks under him whose work he has to supervise. Besides he has to manage the whole office of the Executive Engineer administratively and in addition do initial work of nothing and drafting important cases including

cases including confidential correspondence etc, In view of the abnormal rise in the activities of the P.W.D. and consequent increase of the work and correspondence he has now greater responsibilities the ever before, In comparision to the heavy responsibilities and work which he has now to shoulder his pay-scale should be increased to Rs. 200-10-250 at the least which is even below par with the other Head of the section in the Diversional offic viz. the Accountant a suboridinate of the Central Govt whose pay scale is Rs. 130-10-250-15-355, as against Rs. 100-10-270-30/5-300 sanctioned in 1932. The First Clerk in superintending Engineer's Office should also be grouped with the Head Clerks in the Divisional Office.

(c) Next comes the question of the Head Clerks- to the Superintending Engineer. This is the only one key post sanctioned for the whole Circle and it is analogous to the status of an office Superintendent in other Departments such as Forest, Agriculture etc. In fact, Before 1943 the pay scale in the Forest Department, of the Head Clerk to the Conservator now designated as Superintendent was lower than that of Superintending Engineer s Head Clerk whose present Prescribed scale is Rs. 220-10-300 only. Since the selection to this post is made from amongst the clerks in the Circle according to seniority and merits no one can hope to work as Superintending Engineer's Head Clerk for a period of 8 years to reach the maximum of Rs. 300 in that scale. It is therefore, as good as giving the maximum by one hand and taking away by the other. There could be no two opinions as to the fact that when any pay-scale is prescribed for any post, one promoted to that post should ordinarily reach the maximum, before he retires from service, which object is not however achieved with

with regard to the scale prescribed for Head Clerks to Superintending Engineers. Hence it is strongly urged that the rate of increment may be increased from Rs. 10/- to Rs5/- in the old mnfussil scale for Superintendents viz. Rs. 265-15-355, if not the prescribed scales of such Superintendents viz, Rs. 280-15-370 vide page 60 of the schedule.

Resolution No. 19:

Proposed by:- Mr. N.B.Deshpande
Seconded by:- Mr. G.G.Joshi.

(a) In view of the present heavy increase of work in the Divisional and Circle offices, the pay scales of the following establishments are inadequate and should be revised as shown inagainst each.

	Prescribed scale.	Proposed scale.
Head Draftsman.	Rs. 150-10-200 or Rs. 126-10-200 according to qualifications.	Rs. 200-10-270.
Draftsman.	100-4-120-6-170 of 110-10-180, according to qualifications.	Rs.120-10-190.
Storekeeper	60-4-120-5-150.	90-5-140-8-180.

The Storekeepers should have an Assistant Store-keeper to help him in the grade of Rs. 46-3-85-4-125-5-180 who may eventually be promoted to the grade of Store-keeper.

Proposed by:- Mr. V.G.Bapat
Seconded by:- Mr.B.G.Khare.

(b) Tracers and computors with Intermediate Drawing Examination should be considered as qualified and given a start of Rs. 55/- as in the case of qualified clerks Similarly matriculate signallers in the Irrigation Circle should start on Rs. 55/-

Proposed by:- Mr.N.B.Deshpande
Seconded by:- Mr.G.C.Joshi.

(c) Typists:There should be a separate cadre forTypists as already proposed by Government and the pay scale as proposed in Government letter No. 7640-36-E(II) dated the 9th June 1948 should be sanctioned for a Typist.Till then the pay scale of Rs. 92-8-140 as sanctioned in some temporary Division in the P.W.D.

P.W.D. should be sanctioned with retrospectiv effect for the Typists in the regular per-- manent Divisions.

Proposed by:- Mr.A.P.Yelwe
Seoncded By:- Mr.N.B.Deshpande.

Resolution No. 20.

As a result of abnormal increase in work in the Divisional and Superintending Engineer 's offices, the Daftary in the scale of Rs. ~~Rs.82-2-140 was sanctioned in some temporary Division in the P.W.D. should be sanctioned with retrospective effect for the Typxxxxxx~~ Rs.36-1-50 who is a member of the inferior staff with some knaowledge of English cannot cope with the work of keeping records efficiently. The services of a Record Keeper in the prescribed scale of Rs. 46-3-85 is an immediate necessity as is sanctioned in the office in the Deccan Irrigation Circle Etc...

Proposed by:- Mr.G.R.Awati
Seconded by:- Mr. B.G.Mummigatti

Resolution No. 21.

There are two types of Sub-Divisional senior clerks some are in the grade of Rs.92-8-140 and others in the grade of Rs. 100-8-140-10--150, Officiating allowance is allowed to the latter posts while it is denied to the former As the duties performed by both types of ~~ele~~ clerks are one and the same, the grade of Rs Rs. 92-8-140 should be also be elegible for officiating promotions.

Proposed by:- Mr.V.R.Desai.
Seconded By:- Mr.J.R:Shringarpure.

Resolution No. 22.

AT present there is no scope for promotion in the Department,as none can hope to rise above Rs. 190- to Rs. 200--, there being only one key post of Head Clerk to Superintending Engineer for a Circle having about 150 to 200 clerks in each of the nine Circles.With a view of better working of the Department as also to give wider scope for promotion, it is requested that either;----

(1) The Secretariat staff from Senior Superintendents to the rank of Senior Assistants and Head Clerks of Superintending Engineers & and Executive Engineers offices including First Clerks in Superintending Engineers offices may be brought one one list,

or else, in the alternative,

(II) When in the near future new officees of Deputy Chiefs and Chief Engineers are created as Recommended by the Administrative Enquiry & Committee Selections for the bigger posts of Superintendents to these offices should be restricted to the mofussil staff only. This principal should be applied in the Draftsman cadre also.

Proposed By:-
Mr. V.R.Desai,
Seconded by;-
Mr.J.R.Shringarpure.

Resolution No. 23.

Of late many new offices are created and experienced staff from regular Circles are drafted or rather deputed to these offices where they experience various difficulties, without materials benefit. In such cases the subordinates deputed either be given option to revert to their parent Circles or their loss compensated.

Resolution No. 24.

The following office bearers have been elected for the year 1949.

R.V.Inamdar, Esquire. Clerk, Nasik Irrigation Dn. — Predident.
V.R.Desai Esq. B.A. Head Clerk Supdg. Engr. Special Investigation circle, Dharwar. — Vice-President.

B.V.Naik, Esq. Clerk, Nasik Irrigation Dn.
P.N.Kamble, Esq. Signaller. Ahmednagar Dn. — Secretary, Treasurer

Members of the Managing Body.

J.R.Shrigarpure, Esq Head Clerk, Thana Dn.
D.R.Bhujle, Esq. Head Clerk Executive Engineer's office, Dharwar.

Members of the Managing Body.

~~Ex,Vx,Kaik,xEdn.~~ Secretary

S.G.Chitnis Esq.Clerk, Ahmednagar Division

V.G.Bapat Esq,Draftman Nira Canals Dn/

G.R.Amati,Esq,Clerk S.E.D.I.C.

R.N.Gohkale,Esq.Dafter Karkun Nira Canal Dn.

P.N.Kanekar, Esq.Clerk Gangapur Dn.

V.S.Chawre,Esq.Dafter Karkun,P.I.R.Dn.

P.K.Puranik Esq. S.E.D.I.C.'s Office.

M.N.Kulkarni,Esq.Clerk, ~~Nira~~ Satara Division.

R.D.Takale,Esq.Clerk,Nira Canal Dn.

M.D.Kulkarni,Esq.Asstt.Draftsman,Nasik Irrigan.Dn.

L.K.Gadekar,Esq.Canal Inspector,Ahmednagar Dn.

G,R.Joshi Esq.Canal Inspector,Nira Canal Dn.

A.L.Khachare Esq.Measureer,Nira Canal.

N.R.Varudkar,Esq.Clerk,Canal Office.

D.D.Kulkarni,Dafter karkun,Ahmednagar Dn .

G.N.Narayaniyangar,Senior Accountis Clerk,Dharwar Pub,Dn.Dharwar.

Resolution 25.

This Association empowers the elected President to forward those resolutions to Goverhment and the contrelling authorities and carry on further correspondence in connection therewith.

B.V.Naik. V.R.Desai. R.V.Inamdar.
Gen.Secy. Vice President. President.

(Siggit Press Panchawati).

THE BOMBAY P.W.D. SUB-ORDINATE.
Pt. Estt Assn, Bbay Province Nasik 29-1-1949.

No. 119 of 1949.

From R.V.Inamdar,Edq,
President Bombay P.W.D. Subordinate
Permanent Establishment Association.

NASIK (966 PALNITKAR LANE)

To

The Secretary
to the Government of Bombay,P.W.D.,
B O M B A Y

Dear Sir,

I have great pleasure in forwarding herewith Resolutions passed at the 2nd Annual Conference of the Bombay P.W.D. Sub-ordinate Permanent Establishment Association held at Poona on 26th December 1948 under the Chairmanship of Dr.B.C.LAGU,M.L.A.,Poona for favour of your information and forwarding the spare copies (attached) to the Controlling Authorities

Yours faithfully
Sd/-
The Bombay P.W.D.Sub-ordinate
Per.Estt. Association (B.P.)
NASIK.

S.37/42(5)
7181.

E.B.(II). P.W.D.

Acknowledged under No. S.37/42(5)/3131-E
Govt. (ii) dt the 16th Feb.1949.

Id/-
3-2-49.

Please see S.No. 9308 post.

Id/-
8-3-49.

The Bombay P.W.D.Sub-ordinate.

Permanent Establishment Association

Bombay Province.

No.238 of 1949. Nasik-7- 2-1949.

From

R.V.Inamdar,Esq,
President Bombay, P.W.D.Subordinate,
Permanent Establishment Association.

NASIK (966 PALNITKAR LANE)

To To

The Secretary to the Government of Bombay,P.W.D.,

Bombay.

Ref:- Your letter No. S.38/42(5)/7131-F(II),
dated the 4th February 1949.

Dear Sir,

Many thanks for the acknowledgment of my letter No.119 dated the 29th January 1949 with which the Resolution Were forwarded to you and which are receiving your kind attention. Please Read No. 119 of 29-1-49, to the letter with which the Resolutions were sent.

Corrigendum,

Please delete the "~~works~~ words " and "Measurers" after the ~~work~~ word Inspectors in the first line of the Resolution No. 12 of page No. 2 and oblige.

Hpping to be excused for the troubles and thanking in anticipation,

Yours faithfully,

Sd/-
President.

Resolutions passed at the 2nd annual conference of the Bombay P.W.D. Sub-ordinate pt./estabt. Association.

Resolution No.	Office note.	Dy.Secy's.remarks	Orders of the Secy
1	2	3	4
Resolution No.2. This Association urges Government that in the case of work-charged and temporary persons made permanent, all their previous service whether on work-charged or temporary should be counted towards pension.	This request was considered and negatived in the past.It may again be negatived.	I agree Id/- 10-3-	I agree. Id/-14-3-49
Resolution No. 3. This Association urges Government that the 10% or 16% cut applied to temporary and work-charged persons on promotion to the permanent establishment in this Department should be waived and their pay should be regulated and refixed with retrospective effect as this is against the prescribed rules in B.C.S.Rs. and is not in vogue in any other Department of the Bombay Government.	The position as reg. the application of the cuts has been explained in para 3 of the on. dt. the 8.6.47 at pp. 181-182 of file No.S-37/42(3) put up. It has been decided that old cases should not be revived. The request may be negatived,if approved	I agree Id/- 10-3-49.	I agree Id/-14-3-

1	2	3	4.
Resolution No.4.			
Due to extremen dearth of housing accommodation is available within reasonable rents at all places in the Province. This Association therefore urges Government (i) to grant house rent allowance at all places where it is not granted at present, (ii) to provide quarters to the Establishment and (iii) till then to postpone all avoidable transfers so that low paid subordinates may be kept within their own Districts as far as possible.	These requests are similar to those made by the work-charged Estabts.Assocn. at its 10th annual confce. in its resolution No.4 and 7. the replies given to those resolutions apply mutaties mutand is to these requests as well. The Assocn.may, if approved be informed in terms of these replies.	Yes. Id/- 10-3-	Yes. Id/- 14-3-
Resolution No. 5.			
(a) The dearness allowance was sanctioned when the index figure was 260. The cost of living index has recorded a rise of 60 and stands at 321 or even higher at present. Increase in dearness allowance according to Pay Commission's Recommendations as already accepted by Government should be sanctioned with retrospective effect without dealy	(a) The rate of d.a. has since been increased by Rs. 10 in the Case of non-gazetted and married gazetted Govt. servants drawing pay up to Rs. 250/-p.m. The Association may be informed accordingly.	Yes. Id/-10-3-	Yes. Id/-14-3-
(b) Uniform dearness allowance should be granted to all those getting Rs. 100/-and below, as the living cost is almost equal in their cases.	(b) The orders reg. the grant of d.a. according to certain limits of pay have been issued after full consideration by Govt, in the F.D. the Assocn. may be informed that the request cannot be accepted.	Yes. I agree, Id/-19-3-	Yes. Id/-14-3

1	2	3	4
Resolution No. 6.			
According to Pay Commission's recommendations, Central Government have sanctioned to their staff Privilege Ticket Order Coneessions which have been extended to Divisional Accountants in this Department. This concession should therefore be extended to the P.W.D. staff also.	This question is under the consideration of Govt, in the F.D. The Association may be informed accordingly.	Yes, Id/-10-3-49.	Yes. Id/-14-3-
Resolution No.7.			
The Karkuns in the Irrigation Sub-Divisional and Divisional Offices whose duties are of clerical nature should be designated as clerks so as to do away with the present distinction between the two.	Different scales of the pay have been sanctioned for Karkuns and Clerks apparently because the former are not considered to be on par with the latter in all respects. The request may be negatived, if approved.	I agree. Id/-10-3-49/	Govt.does not see any necesity to change this classification as the later Dafter Karkun denotes the exact type of work. The scale of Daftar Karkuns is being revised. Id/-14-3

1	2	3	4
Resolution No. 8. Permanent Travelling Allowance of Rs. 15/- per month at present granted to Maistries and Mustering Karkuns should be granted to other Irrign. staff doing outdoor duties such as Measurers, Canal Inspectors and Katkaries. and others.	This question has already been considered and negatived. Vide orders against reso.No.3 of the Assomn. of work-charged Estabt. at p.203 of file No.S-37/42(2) put up. The request may be negatived, if approved.	Yes. Id/-10-3	This question may be further examined in consultation, with S.E.S. Id/-14-3-49.
Resolution No. 9. At present the Canal Signallers are not allowed a holiday on a week as is given to all other Government servants. This should be granted to the Signallers also.	Canal Signallers are mostly employed in the D.I.C. The S.E. of that Circle may be requested to report in the matter.	Id/- 10-3-49	It is true that Canal signallers have been provided with residential quarters so that they may be available at all times but S.E.S. may be asked to see how it cannot be possible to give them some holiday. Id/-14-3-49.

1	2	3	4
Resolution No.10.			
It has been brought to the notice of the Association that the interpretations made as regards "counting the total compleyed years of service"varies from office to office and only a part service in the particular post held on 1/1/1947 has been taken as basis and pays fixed when Govt,intends that all past service rendered under different categories and establishment whether work-charged, temporary or permanent should be taken into account for fixation of pay. Orders to adopt a uniform procedure to regulate the anomalies should be issued.	The pay in the revised scale is fined strictly according to the B.C.S.(Revision of Pay) Rules, 1948, According to rules 2(b) of those Rules, "Completed years of service" means completed years of service in a particular post or cadre or class within the cadre concerned. These orders areclear and no further clarification seems necy. The Association may be informed accordingly.	Yes. Id/-10-3-	Yes. Id/-14-3-
Resolution No.			
Overaged persons who have rendered valuable service at the critical war time etc. should be continued in service waiving the age restriction in their case.	The concessions reg. relaxation of age-limit, etc. granted to persons with approved war service, have been with drawn from the 1-4-47, vide G.R.P.& S.D. No. 4083/34-XVII, dated the 6-1-48, As the req-uest is of a general nature, a copy of the reso. may be forwarded to the P.& S.D. for disposal.	Id/- 10-3-49.	This can't be agree to. Id/

1	2	3	4
Resolution No. 12. - The present scale of Sectional Inspectors viz.Rs. 40-3-75, is too meagre as compared to the responsible duties they have to perform viz. Irrigation management of section which is equal to that of Sectional Officers in charge of Sections. Their scales should therefore, be revised and brought at least in line with the scale of Sub-overseers viz. Rs. 70-3-85-4-130. Selection of Sectional Inspectors should be made from amongst the senior Canal Inspectors and Measurers.	The scales of Pay of all classes of Govt. servants have been revised recently and it seems inadvisable to revise the revised scales now in favour of any particular class of estabt. the request may be negatived, if approved. It also seems undersirable to lay down restrictions for appointing authorities in the matter of selection of candidates for recruitment to the post of Sectional Inspectors The request made in the concluding sentence of the reso. may therefore be negatived, if approved.	I agree. Id/-10-3- Id/- 10-3-	The S.E. may be asked to report whether the scale is adequate or not ? Id/-14-3-49. This request is noted by Govt Id/-14-3-
Resolution No. 13. As the duties of Patkaries and Canal Inspectors are similar the Patkaries should be converted into Canal Inspectors.	The remarks made against reso.No.7 above seem to apply to these categories of the estabt. the request may be negatived, if approved.	I agree. Id/-10-3-	S.E.S. remarks may be obtained. Id/-14-3-49.

1	2	3	4

x This is long standing grievance of the Ministerial Estt.

Resolution No. 14.

It has been brought to the notice of this Association that in respect of Establishment made permanently in certain Circles Complete seniority list of all the establishment is not maintained and all the posts made permanent filled in at one time with the result that in making some of them permanent senior men have been superceded.x This Association, therefore, requests Government to issue stringent orders to their officers to see that seniority list is maintained at once according to the principles laid down by Government in respect of all the establishments and copy thereof furnished to this Association.

So far as the office is aware, seniority lists are maintained, so far by the S.Es. The lists are intended for official use only. The Assocn's, request to supply it with the seniority lists of all estabts. may be negatived, if approved.

I do not see any objection to supply copies of the seniority lists when prepared, to the Assocn. which has been recognized by Govt. Id/-10-3-49.

This copies may be supplied Id/-14-3-

Resolution No. 15.

Cases have been brought to the notice of the Association that in recent years when temporary Circles and offices were created junior men either deputed from permanent Circles or even outsiders are promoted to higher grade posts sanctioned for those offices whereby those seniors in the permanent Circles who are not spard for transfer lost their chances of promotion. This Association, therefore, urges Government ~~et~~ to issue orders that the injustice done to the seniors in such cases should be set right.

A Govt. servant can ligitimately hope for promotion in his parent circle. Some suitable persons are sometimes, drafted from the established offices to the newly created offices. This is done in the exigencies of Govt. work. Such instances cannot, however, be construed by those not so selected, as a grievance. The Assocn. may, if approved, by informed accordingly.

I agree. Id/-10-3-

No. such cases, wherever disregard to rules have taken place.

Id/-14-3-49.

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Resolution No. 16.			
In several cases individual grievances submitted to the higher authorities are not only fully looked into but on the other hand severe warnings were issued by the lower authorities for approaching higher authorities which is against the Government orders. To stop this, the complainant should be allowed to send advance copies of his represeatation to the higher authorities while submitting the complaint through the proper channel.	The Statement made in the opening sentence of this resolution is highly objectionable. The Assocn. may, if approved be requested, in the first instance, to substantiate the allegation by citing concrete instances in which the grievances were not fully looked into by the offices concerned.	Yes. This may be done. Id/-10-3-	This cannot be agreed to. All grievances ~~point~~ must be submitted, though proper channel. ~~in~~ in the first instance. Id/-14-3-49.
Resolution No. 17.			
The revised pay scales prescribed in G.R., F.D. No. 6567/33-I dated the 15th January 1948, are almost indentical to those sanctioned in 1922 so far as P.W.D. is concerned when the payscales were first introduced in the Province. It is recognised on all hands that the present rise in the cost of living has reached its zenith and that there is not the least prospect of its coming down to the level of 1922 at any time even after many years to come. The Association, therefore, strongly urges Government to revise them as early as possible granting at least 25% increase in the minimum and the maximum of the prescribed scales in general.	The request is too general. It is not proposed to further revise the scale in a general way. the rise in the cost of living is compensed by the grant of D.A., the rates of wh. have been recently increased by Rs. 10/-p.m. in the case of those drawing pay upto Rs. 250/-. The Association may be informed accordingly.	Yes. Id/- 10-3-49.	Id/- 14-3-49.

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Resolution No. 18. So far as the P.W.D. is concerned there has been step motherly treatment to clerks in this Department vide foot note and few explanations noted below. The workof clerks in all the Departments being alike there is no reason for differentiation in pay scales as according to Central Pay Commission's recommendations there should be uniform scale for similar work in any office. It is, therefore, resolved that the pay-scales of clerks of all grades in the P.W.D. should be on a par with the clerks in other Departments.	Please see rerarks against the preceding Reso.No.17, the assertion that the work of clerks of all categories in the several Depts. is identical is not tenable there seems, therefore, no reason to revise the orders. The Assocn. may be informed accordingly	I agree. Id/-10-3-49.	Id/- 14-3-
Resolution No. 19. (a) In view of the present heavy increase of work in the Divisional and Circle offices, the pay scales of the following establishments are inadequate and should be revised as shown against each. Head Draftsman: Prescribed scale. Rs. 150-10-200 of Rs.126-10-200 according to qualifications, Proposed scale. Rs. 200-10-270 Draftsman: Rs.100-4-120-6-170. or Rx.110-10-180. Proposed scale. Rs.120-10-190.	(a) Vide remarks against resolution Nos. 17 & 18 above. The request may be negatived so far as it relates to Draftsmen Establishment	Yes. Id/-10-3-49.	Id/- 14-3-

37

1	2	3	4
according to qualifications.) Storekeeper 60-4-120-5-150. 90-5-140-8-180.	The questionof revising the Store-keepers scale is separately under consideration.	Id/-10-3-	Id/-14-3-
The Store-keepers should have an Assistant Store-keeper to help him in the grade of Rs. 46-3-85-4-125-5-130 who may eventually, be promoted to the grade of Store-keeper.	(b) Recruitment rules do not provide for the qualifns.mentioned in the reso.the grounds advanced for prescribing any such qualifn. in the case of Tracers & Computors are not strong.The request may be negatived,if approved.	I agree Id/-10-3-49.	Id/- 14-3-
(b) Tracers and computors with Intermediate Drawing Exam. should be considered as qualified and given a start of Rs. 55/- as in the case of qualified clerks Similarly matriculate signallers in the Irrigation Circle should start on Rs. 55/-.	(c) The question referred to in the First part of this clause is under consideration. Any orders issued in that con.will as usual take effect from the date of issue of the orders. The Association may be informed accordingly.	Id/-10-3-49.	Id/-14-3-
(c). Typist: There should be a separate cadre for Typists as already proposed by Government and the pay scale as proposed in Government letter No. 7640-36-E(II) dated the 8TH June 1948 should be sanctioned for Typist.Till then the pay scale of Rs. 92-8-140 as sanctioned in some temporary Division in the P.W.D. should be sanctioned with retrospective effect for the Typists in the regular permanent Division.			
Resolution No. 20..			
As a result of abnormal increase in work in the Dnal. and Superintending Engineer's offices, the Daftary in the scale if Rs. 26--1--50 who is a member of the inferior staff with some knowledge of English cannot cope with the work of keeping records efficiently. The services of a Record Keeper in the prescribed scale of Rs. 46-3-85 is an immediate necessity as is sanctioned in the offices in the Deccan Irrigation Circle etc.	The question of revising the Daftary's pay scale was considered & negatived in the past. The question of appointing Record Keepers in the divnl.& Cicles,offices is an administrative question and as such it does not appear to fall within the space of the Assocns,objects.	I agree. Id/-10-3-	Id/- 17-3-

1	2	3	4
Resolution No. 21 There are two types of Sub-Divisional senior clerks some are in the grade of Rs. 92-8-140 and others in the grade of Rs. 100-8-140-10-150. Officiating allowance is allowed to the latter posts while it is denied to the former. As the duties performed by both types of clerks are one and the same, the grade of Rs. 92-8-140 should be eligible forofficiating promotions.	The clerks in a Sub-Divl.office are in the following grades:- Rs. 100-8-140-10-150 Rs. ~~XXXXX~~ 92-8-140 Rs. 46-3-85-E.B.4-105. The clerks in the grade of Rs. 100-8--140-10-150 are Sr.Asstt Clerks employed in Divl.,and selected heavy Sub-Divl. offices The duties of the latter cannot be considered as equivalant to these of the clerks in the grade of Rs. 92-8-140. The request may be negatived if approved, as the grade of Rs. 92--8-140. has not been held eligible for offg. allowance.	I agree. Id/-10-3-	Id/-14-3
Resolution No. 22. At present there is no scope for promotion in the Department, as none can hope to rise above Rs. 190 to Rs. 200,-- there being only one key post of Head Clerks to Superintending Engineer for a Circle having about 150 to 200 clerks in each of the nine Circles. With a view of better working of the Department as also to give widdr scope for promotion, it is requested that either.;--- (1) The Secretariat staff for Senior Superintendents to the rank of Senior Assistants and Head Clerks of Superintending Engineers and Executive Engineers offices including First Clerks in Superintending Engineers offices may be brought one one list, or, else, in the alternative. (2) When in the near future new offices of Deputy Chiefs and Chief Engineers are created as recommended by the Administrative Enquiry Committee selections for the higher posts of Superintending to these offices should be restricted to the mofussil staff only. This principle should be applied in the Draftsman cadre also.	(1) The request is rather peculier.Recruitment to the Secth. Staff and promotions in the Secth. grades are regulated from amongst persons recruited by the P.S.C. the request made by the Assocn. Seems impracticable and may be negatived (2) The formation of the C.R's office is yet in the making. The request is, therefore, premature. No. action can be taken omit at present. The Assocn. may be informed accordingly, if approved.	I agree. Id.13-4- Yes.Id.10-3-Id/142	Should be negatived Id/12-3-

Resolution No. 23.

Of late many new offices are created and the experienced staff from regular Circles are drafted or rather deputed to those offices where they experience various difficulties, without material benefit. In such cases the subordinates deputed either be given option to revert to their parent Circles or their less compensated

In cases where the subordinates are put to peculiar hand ships in the matter, of well their promotions, by virtue of their transfer to their circles, They are invariably allowed to revert to their parent Circle. Examinations of Go work must, however, precede the material benefit of any individual Govt. servant. The request will, therefore, have to be

Yes. Id/-
Id/-10-3- 14-3-

S.37/42(S).
9308.

E.B.(II). P.W.D.

The Presidant, Bombay P.W.D. Sub-~~Division~~ subordinate, Permanant Establishment Association, has forwarded the Resolutions, passed by the Association at its 2nd annual conference, for consideration. A statement containing the resolutions and the-~~ff~~ office notes thereon is put up for orders. Resolutions Nos. 1, 24, 85, have not been included in the Statement as no action on them is necy.

Id/-
8-3-49.

I have made my observations in column 3 of the statement.

Id/-12-3-49.

Id/-18-3-49.

- - - - - - - - - - - - - -

S. 37/42(S)
9308.

Resubmitted.

2. The necessary Draft reply to the Association is put up for approval.

Id/-
18-3-49.

Id/-
18-3-49.

Id/-
18-3-49.

Id/-
24-3-49.

Id/-
25-3-

Secy (9)
P.S.
H.M. P.W.D.

No. S.37/42(5)/9308-E(II). Public Works Department,
Bombay Castle, 28th March 1949.

From

The Secretary to the Government of Bombay,
Public Works Department (Irrigation.)

To

R.V.Inamdar,Esquire,
President,Bombay Public Works Department,
Subordinate Permanent Establishment Associatio
Nasik,(966 Palnitkar Lane).

Subject:- Resolutions passed by the Bombay, Public Works Department Subordinate Permanent Establishment Association at its 2nd annual conference.

Dear Sir,

With reference to the correspondence ending with your letter No. 238,dated the 7th February 1949, I am directed to convey the following orders of Government on the resolutions passed by Your Association at its second annual conference:--

Resolutions Nos.2,3,4,(i),5(b),11,19(b),21 and 22(1). The requests cannot,it is regetted, be granted.

Resolution No 4(ii). Where it is necessary for the men to stay on the site of work, Government will provide residential quarters on a minimum scale, as for instance on the site of large works like dams, etc.,but in all other cases it will not be possible for Government to provide residential accommodation, (iii) transfers of men are required to be made in the interest of Government work. However, instructions have been issued to the local officers to the effect that as far as possible transfers should not be made too frequently and that they should be made only at suitable times.

Resolution No.5(a) The rate of dearness allowance has since been increased by Rs. 10/- in the case of non-gazetted and married gazetted Government servants drawing pay up to Rs, 250/- per mensum.

Resolution No. 6. The question is under the consideration of Government

Resolution No. 7. Government doesanot see any necy. to change the designation of Karkuns as the term Daftar Karkuns denotes the exact type of work done by them.The

The question of revising their pay scale is under the consideration of Government.

Resolution No.8. The quesrion is being examined in consultation with the Superintending Engineers.

Resolution No. 9. Canal signallers have been provided with residential quarters so that they may be available at all times. However, the Superintending Engineers are being asked to see how it would be possible to give them some holiday.

Resolution No. 10. The pay in the revised scale is rixed strictly according to the Bombay Civil service (Revision of Pay), Rules, 1948, according to which then term 'Completed years of service' means completed years of services in a particular post or cadre or class within the cadre ooncerned No further clarification of the term is considered necessary.

Resolution No. 12. The first request is being considered and the second request is noted by Government.

Resolution No. 13. The request is being considered by Government.

Resolution No. 14 X

Resolution No. 15. So far as Government is aware, no such cases of disregard to the rules have taken place.

Resolution No. 16. The allegation that grievances are not fully looked into by the officers concerned required to be substantiated by giving concrete instances. The request made in the resolution cannot be agreed to. All grievances must be submitted through the proper official channel in the first instance.

Resolution No. 17. The request cannot be granted. In this connection attention is invited to the reply given above to resolution No. 5(a).

Resolution No.18. Vide reply given above to resolution No. 17. The assertion that the work of clerks in the several Departments is identical cannot be agreed to. The orders already issued cannot, therefore, be revised.

The local officers are being requested to supply copies of seniority list of estt. to Government Association when they are asked for.

Resolution No. 19. (a) The request cannot be granted so far as it relates to Draftsmen. The question of revising the scale of pay of storekeepers is under the consideration of Govt.

(c) The question is under the consideration of Government. Any orders issued by Government in the matter will have effect from the date of which they are issued.

Resolution No. 20. This question is an administrative question and as such it is not considered to be falling within the sphere of the Association's objects.

Resolution No. 22: (II) The formation of a separate office for the Chief Engineer is yet in the making. The request is, therefore, premature and no action can be taken on it at present.

Resolution No. 23. In cases where the subordinates pue put to peculiar hardships in the matter of their promotions by virtue of their transfer to other circles, their requests for reversion to their parent Circle are considered by Govt. Exigencies of Government work must, however, precede the material benefit of any individual Government servant. The ~~question~~ request cannot, therefore, be granted.

Yours faithfully.
Sd/-(N.P.Gurjar,),
For Secretary to the Government of Bombay
Public Works Department,

D.A.Nil.

Copy, with a copy of the resolutions referred to, forwarded to

The Finance Department, for information with reference to the reply given to the resolution No. 6.

The Electrical Commissioner with the Government of Bombay.

All Superintending Engineers of Circles,

The Electrical engineer to Government.

The Public Health Engineer to Government,

The Architect to Government.

The Director, Development Department Chawls,

for information and guidance.

2. The Superintending Engineers of Circles are requested to examine the request made in resolution No. 8 and submit their reports in the matter to Government.

3/- With reference to the Request made in resolution No.9 the Superintending Engineers are requested to see how it

how it could be possible to give the canal signallers some Holiday.

4. As regards resolution No. 12, the Superintending Engineers should report to Government Whether the scale of pay of Sectional Inspectors is adequate or not.

5. The Superintending Engineers should be also furnish Govt. with their remarks on resolution No. 13.

Id/-
1-3-49.

No. G.R.65

Office of the Superintending Engineer,
Karnatak Irrigation Circle,
Dharwar, 12th July 1949.

To

The Secretary to Government,
Public Works Department,
Bombay.

Subject: Resolutions passed by the Bombay P.W.D.Subordinate permanent Establishment Association at its 2nd Annual Conference.

Reference: Government Letter, P.W.D.No.S-37/42(5)/9308-E(II) dated the 28th March 1949 and No.801/48-E(II) dated the 4th July 1949.

x Copy at p.43

p. 31

2. I have to offer my remarks and suggestions on the Resolutions Nos. 8, 9, 12 and 13, as under:-

P.T.A. of Rs. 15 per month is recommended to measurers and Canal Inspectors. Patkaries have to move within a small distance from their headquarters and they may be given a conveyance allowance only.

Resolution No.9: Holidays to Canal Signallers:-

There are no Canal Signallers in this Circle and hence I have no remarks to offer.

Resolution No.12: Pay Scales of Sectional Inspectors and Measurers:-

The Sectional Inspectors are generally recruited from amongst the Senior Canal Inspectors and Measurers, and as such, they do not possess all the qualifications necessary to run a section. Responsibilities of the above posts are, however, the same as those of the Sectional Officers, so far as irrigation matters are concerned. The existing Sectional Inspectors may, therefore, be given a better scale of pay than the present one, as requested by the Association - say Rs. 61-3-85-4-105 or so, and further recruitment to these posts stopped hereafter, keeping only sectional officers for this duty.

Duties of Measurers are simple and without any administrative responsibilities. They cannot therefore be treated on the same footing as Sub-overseers. Their present pay-scale of Rs. 46-3-70 may, therefore, be brought on par with that of Sectional Karkuns viz. 46-3-85, along with that of Canal Inspectors.

Resolution No.13: Converting Posts of Patkaries into those of Canal Inspectors:-

So far as Gokak Canal in this Circle is concerned, the duties of Patkaries and Canal Inspectors are different. The Canal Inspectors are entrusted with the duty of supervision over the Patkaries in respedt of water distribution, holding panchanamas regarding un-authorised use of canal water etc. The

Patkaries....

S·37/42 (5)/46126

Patkaries are to work under the instructions of Canal Inspectors. Due to increase in the irrigated area, the Canal Inspectors are also entrusted with the crop measurement work and preparation of assessment papers. The Patkaries' posts cannot, therefore, be converted into those of Canal Inspectors, so far as the Gokak Canal in this Circle is concerned.

Superintending Engineer, K.I.C.,

D.A: nil

BR/11-7

Compd.by:

E·B·(II)

P·W·D.

Await p·43 —

20·7·49.

E(II) 15/7

P. W. D.
S 37/42(5)
Serial No. 46126

Letter.

From

The Superintending Engineer,
Southern Circle.

To

The Secretary to Government,
Public Works Department,
BOMBAY.

No. G-55.

Public Works Department
Belgaum: 25th July 1949.

Subject: Resolutions passed by the Bombay, P.W.D. Subordinate Permanent Establishment Association at its 2nd Annual Conference.

Reference: G.L.(P.W.D.) No.S-37/42(5)/9303-E(II), dated 28-3-49 and in continuation of this office letter No. G-55, dated the 9th July 1949.

The following remarks are offered in respect of resolutions No. 8, 9, 12 and 13 :

(1) Resolution No. 8: As there are regular beats for the canal Inspectors for supervising the irrigation staff just like the sections of maistries and karkuns, it appears the concession may also be extended to this class of establishment. The P.T.A. cannot, however, be recommended to other irrigation staff such as measurers, patkaries etc., as they have neither adequate jurisdictions nor continuous field work.

(2) Resolution No. 9: There are no canal signallers in this Circle and hence the question of granting them holiday does not arise.

(3) Resolution No. 12: The duties of the Sectional Inspectors and measurers cannot be compared with those of overseers and sub-overseers I/c. of sections. The latter have to do responsible duties of inspection, recording of measurements and payments in certain cases as also the preparation of plans and estimates, whereas the former have to look to watering, prepare statements for collection of water rates etc., which work is more or less of a clerical nature. However, in view of certain executive duties entrusted to them it is suggested that a little higher scale viz: 55-3-85 is recommended.

(4) Resolution No. 13: The duties of the Patkaries and Canal Inspectors are not identical. The former has got a very small jurisdiction, whereas the latter has got not only a larger jurisdiction but has also to supervise the work of most of the Patkaries. Hence the designation of Patkaries is not recommended to be changed to Canal Inspectors.

Superintending Engineer, S.C.
25/7

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E.B.(~~E~~)

P.W.D.

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